SERO

Army Performance Improvement Criteria "APIC"

Training Module 2

"Strategic Planning"

INTRODUCTION

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- This APIC training module is designed to familiarize the organization staff with the basic principles, concepts, and processes of the Army Performance Improvement Criteria.

- The training has been designed in short "two minute" modules that allow the staff to learn weekly without interrupting the work schedule.

APIC Criteria

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- The Army Performance Improvement Criteria includes seven categories of performance criteria:
  1. Leadership
  2. **Strategic Planning**
  3. Customer and Market Focus
  4. Measurement, Analysis & Knowledge Management
  5. Human Resources Focus
  6. Process Management
  7. Business Results

Today's Training Module will focus on APIC Category: 2.0 Strategic Planning

APIC 2.0
Strategic Planning

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- The Strategic Planning category examines How the organization develops strategic objectives and action plans.
- It also examines How our strategic objectives and action plans are deployed and changed if circumstances require, and How progress is measured.
- This category is divided into two key performance areas (KPAs):

  2.1 Strategy Development
  2.2 Strategy Deployment

APIC 2.1
Strategy Development

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- Strategy Development examines How we in the organization establish our strategic objectives, including How they enhance our competitive position, our overall performance, and our chances for future success.

- It examines our approach to preparing for the future.

- Our focus is on the mid-range to long-range future as we develop our strategy.

APIC 2.2
Strategy Deployment

- This KPA examines How we convert strategic objectives into action plans.
- It also examines How we project and evaluate organization performance using performance measures developed along with our strategies.
- Quarterly Performance Management Reviews (PMR) for the Commander provide forums for these evaluations.

More Information about the Army Performance Improvement Criteria and the "APIC" website can be found at:

http://www.hqda.army.mil/leadingchange/homepage.htm